



IBEW LOCAL 234 HEALTH AND WELFARE PLAN



January 2025

To: Retirees and Surviving Spouses of the IBEW Local 234 Health and Welfare Plan

From: Board of Trustees

Re: Retiree and Surviving Spouse Health Care Rates – Effective April 1, 2025

The IBEW Local 234 Health and Welfare Plan or “Plan” is currently experiencing ongoing deficit spending largely due to a significant increase in medical and prescription drug claims, much higher insurance premiums, and a decrease in work hours. The result is a much higher cost per person for coverage, which will require increases in both hourly contributions and self-pay rates.

Given the current financial status of the Plan, the Board of Trustees finds it necessary to raise the retiree self-pay rates in an attempt to keep up with the increasing cost of retiree medical coverage and to improve the health and longevity of the Plan. The Board of Trustees will review these rates annually in future years. **Please note that there has been no increase to the retiree self-pay rates since 2014, which is over ten (10) years ago.**

The retiree self-pay rates will be increasing effective with April 2025 coverage as outlined below. Payment for April coverage is due March 15th.

<u>Classification</u>	<u>Old Rate</u>	<u>New Rate</u>
Early Retiree Under Age 62, Non-Medicare	\$1,149	\$2,139
<u>Retiree Age 62-64, Non-Medicare</u>		
Retiree – Single	\$356	\$547
Retiree & Spouse – Spouse Medicare	\$475	\$730
Retiree & Spouse – Spouse Non-Medicare	\$713	\$1,094
Retiree & Spouse & Child(ren) – Spouse Non-Medicare	\$1,069	\$1,642
<u>Medicare Retirees</u>		
Retiree – Single	\$119	\$142
Retiree & Spouse – Spouse Medicare	\$238	\$284
Retiree & Spouse – Spouse Non-Medicare	\$475	\$568
Retiree & Spouse & Child(ren) – Spouse Non-Medicare	\$832	\$995
Surviving Spouse – Medicare	\$119	\$142
Surviving Spouse – Non-Medicare	\$792	\$947

Please note that even with the increased self-pay rates shown above, you are still receiving a significant discount on the actual cost of your coverage. As previously noted, the Trustees will review these rates annually to ensure the retiree self-pay rates keep pace with the rising cost of retiree coverage while continuing to provide a significant subsidy from the Plan.

Please contact this office if you have any questions.

This document has been uploaded and is available on the participant website at www.ibew234benefits.org.